



## NC (CRF) CAREER PATH

The NC (Career Recruiting Force) rating is not open to the incoming recruit. This rating requires a thorough knowledge of the Navy organization, including personnel and administrative procedures and policies. Because the NC rating accepts only second class petty officers and above, it is not open to first-term enlistees. A service member who intends to apply for this rating must have experienced the total environment of the Navy in addition to possessing the 9585(recruiter) NEC. The individual's background must clearly indicate familiarity with sea duty, first-hand knowledge of varied aspects of Navy life and duties gained through participation in a wide range of activities and assignments, a high level of leadership as well as comprehension of diverse assigned duties. Duties performed by NC's include: interviewing personnel; career counseling; preparing and delivering presentations; organizing, training, motivating and managing an aggressive career information program; establishing and maintaining liaison with military and civilian agencies; recruit civilian personnel into the Navy.

<b>YEARS OF SERVICE</b>	<b>CAREER MILESTONES</b>	<b>AVERAGE TIME TO PROMOTE</b>	<b>COMMISSIONING OR OTHER SPECIAL PROGRAMS</b>	<b>SEA/ShORE FLOW</b>	<b>TYPICAL CAREER PATH DEVELOPMENT</b>
26-30	NCCM	21.4 Yrs	CMC	Not Defined	7 <sup>th</sup> Shore Tour (CONUS) Billet: National Chief Recruiter, Region Chief Recruiter, Chief Recruiter, Detailer, ECM TechAd Duty: CNRC/Region Staff/ NRD/NPC.
24-26	NCCM NCCS	21.4 Yrs 17	CMC, CSC	Not Defined	6 <sup>th</sup> Shore Tour (CONUS) Billet: 2 <sup>nd</sup> Tour Chief Recruiter, Assistant NRD Chief Recruiter. Duty: NRD/CNRC/Region Staff. Qualification: Senior Enlisted Academy.
20-24	NCCM NCCS NCC	21.4 Yrs 17 12.4	CWO, CMC, CSC	Not Defined	5 <sup>th</sup> Shore Tour (CONUS) Billet: 1 <sup>st</sup> Chief Recruiter, Assistant Chief Recruiter, Assistant Region Chief Recruiter, District Trainer, Instructor. Duty: CNRC/Region Staff, NORU/NRD. Qualification: Chief Recruiter.
16-20	NCCS NCC NC1	17 Yrs 12.4 9.1	LDO, CWO, OCS, MECP, CSC	Not Defined	4 <sup>th</sup> Shore Tour (CONUS) Billet: NRD Assistant Chief Recruiter, Division LCPO, Officer Recruiter, Instructor. Duty: NRD/CNRC/NORU Qualification: Assistant Chief Recruiter, MTS.
12-16	NCCS NCC NC1	17 Yrs 12.4 9.1		Not Defined	3 <sup>rd</sup> Shore Tour (CONUS) Billet: Division LCPO/LPO, Station LCPO/LPO Large 4 -8 Manned Station, Marketing Advertising Officer (MAO), District Trainer, Officer Recruiter. Duty: NRD. Qualification: District Trainer.
8-12	NCC NC1 NC2	12.4 Yrs 9.1 6.2		Not Defined	2 <sup>nd</sup> Shore Tour (CONUS) Billet: Station LCPO/LPO Small 1-2/Med 2-4 Station Manned, DEP Coordinator, Officer Recruiter, NROTC Recruiter, NSO/NSW Recruiter, Classifier. Duty: NRD/MEPS Qualification: Divisional LCPO
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6-8	NC1 NC2	9.1 Yrs 6.2	STA-21, OCS, MECP	Not Defined	1st Shore Tour (CONUS) Billet: Recruiter, Station LPO Small Station 1-2 Manned. Duty: NRD. Qualification: Recruiter Advanced, Station LPO, Advanced Officer Recruiter.
1-6	NOT OPEN TO	INCOMING	RECRUITS		
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**Notes:**

1. Each member of the NC Career Recruiting Force (CRF) must first acquire the Canvasser Recruiter NEC of 9585 and complete a successful tour as a recruiter. If selected to the Career Recruiting Force, each member is required to attend a 5-week CRF Leadership Academy course.
2. Every member prior to selection and becoming a CRF, must complete the Personnel Qualification Standard of Station Leading Petty Officer and Advanced Officer Recruiter, a 6-18 month qualification process. Qualified personnel serve as leaders in one of the 1400 recruiting stations throughout the nation. The next level of qualification is Divisional LCPO, a 9-12 month qualification process. Upon qualification, member would be assigned as a Divisional LCPO in one of the 220 divisions in the nation, leading and directing an average of 19 Sailors and responsible for 5-8 recruiting stations. 52 Senior Chief positions as Assistant Chief Recruiters and two for each Navy Recruiting District is the next qualification level, a 9-12 month qualification process. The final qualification is the Master Chief position of Chief Recruiter. One for each of the 26 Navy Recruiting Districts with a qualification process of 12-24 months.
3. CRF personnel do not have the traditional sea/shore rotation. Rather, their rotation is on-production and off-production. On production is defined as having an individual mission/goal to recruit and access someone into the Navy, or responsible for a larger goal in a Recruiting Station consisting of a group of 2-7 recruiters. A Recruiting Division consisting of a group of 5-8 recruiting stations, or a Recruiting District comprised of 100-250 recruiters, 35-50 stations and 7-11 Recruiting Divisions. These are our front line positions and billets.
4. As there are more challenging recruiting areas throughout the nation, it is desirable for a CRF member to have varying geographically assigned duty stations. This ensures a diversified recruiting experience. Repeated tours in the same geographical location aren't desired, unless individual progresses in billet complexity.
5. Career enhancing billets would include any staff position, as these positions require a minimum of 36 months of successful experience as a Divisional LCPO. Region Staff and training billets are high op-tempo positions that require an average of 24 weeks TAD during a Fiscal Year (FY). CNRC and Region Staff are all Flag command screened positions that provide inspections, training, marketing and leadership throughout the entire Navy recruiting organization. Command Trainer billet requires a formal certification process to hold billet. Instructors are assigned to the Navy Orientation Recruiting Unit, providing initial training to all Sailors initial assignment to recruiting duty. Senior CRF personnel are assigned as instructors at NORU's Leadership Academy, which provides in-rate training to all CRF personnel, Officer Recruiters, Classifiers, Operations Officers, and prospective Executive Officers.



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### 6. Acronyms:

- a. CR – Chief Recruiter
- b. ACR - Assistant Chief Recruiter
- c. CT-Command Trainer
- d. Station LPO/LCPO (previously titled as Recruiter-in Charge(RINC))
- e. NTT – National Training Team
- f. MAO - Marketing and Advertising (Previously titled as Leads Production Team Supervisor (LPTS))
- g. NORU- Navy Orientation Recruiting Unit
- h. Divisional LCPO (previously titled as Zone Supervisor)